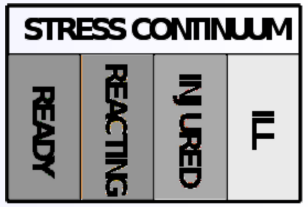
Leader Transition II

Post-Deployment Operational Stress Workshop for Marine Commanders and Leaders

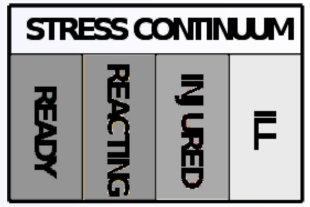
Revised: 29 May 2008

Overview and Purpose



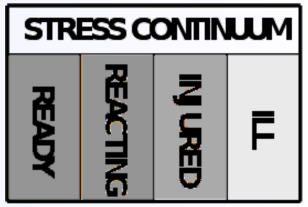
- Review sources of stress since returning home
- Review the Combat Operational Stress Control Continuum (Ready, Reacting, Injured, or Ill)
- Self-assess eight important areas of life and function
  1. Relationships
  2. Work function
  3. Public behavior
  4. Substance use and abuse
  5. Money and finances
  6. Physical & mental health
  7. Life roles
  8. Spirituality
- Learn how to improve these areas of life and function
- Learn how and where to get help when needed

Common Sources of Stress After Deployment



ENVIRONMENT	• Money problems • Vehicles and traffic • Not carrying a weapon any more • Alcohol
THINKING	• Boredom, lack of excitement • Back to the routines • Disillusionment
FEELING	• Anger over mistakes • Guilt over surviving • Shame over perceived failures • Hatred
RELATIONSHIPS	• Family conflicts • Crowds and rude people • Being separated from buddies and leaders
SPIRITUALITY	• Not understanding why sacrifices were made • Loss of trust in others • Mistrust in self

Combat Operational Stress Continuum for Marines

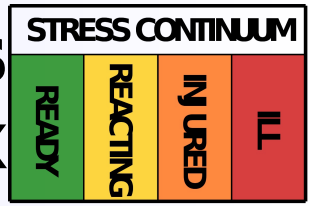


READY	REACTING	INJURED	ILL
• Good to go • Well trained • Prepared • Fit and tough • Cohesive units, ready families	• Distress or impairment • Mild, transient • Anxious or irritable • Behavior change	• More severe or persistent distress or impairment • Leaves lasting evidence (personality change)	• Stress injuries that don't heal without intervention • Diagnosable • PTSD • Depression • Anxiety • Addictive Disorder

READY TO FIGHT HEALTHY AT HOME

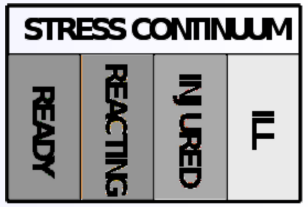
COMBAT OPERATIONAL STRESS CONTROL

Combat Operational Stress Continuum Decision Matrix



READY	REACTING	INJURED	ILL
DEFINITION • Good to Go • Well-Trained • Fit and Tough • Adaptive Coping **SIGNS** • Effective Functioning • Calm and Steady • In Control • Getting the Job Done **ACTION** • Monitor for signs of distress or stress reactions in future if concern arises	**DEFINITION** • Some impairment in job functions or relationships • Mild transient distress **SIGNS** • Some anxiety or irritability • Poor sleep; poor mental focus • Nightmares; easily startled • Loss of social interest • Some change from normal behavior **ACTION** • Ensure adequate sleep/restoration • Refer to Chaplain or Medical if there is no improvement •After Action Reviews	**DEFINITION** • More severe or persistent distress or impairment • More lasting scars on behavior or personality **SIGNS** • Lost emotional control at some point • Can't sleep • Disruptive nightmares or memories/flashbacks • Social withdrawal • Panic/rage episodes • Loss of concern for usual beliefs/values **ACTION** • Enforce rest and recuperation (24-72 hours) • Refer to Medical if no improvement	**DEFINITION** • Stress injuries that won't heal without medical intervention • Diagnosable illnesses (Such as: PTSD; depression; anxiety; substance abuse) **SIGNS** • Stress problems that last several weeks post-deployment • Not getting better or getting worse • Impacting work or relationships **ACTION** • Refer to Medical • Ensure treatment compliance •Monitor back to full duty

Post-Deployment Self-Assessment

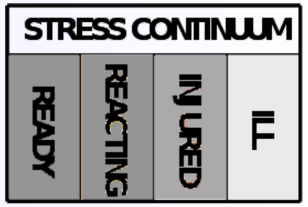


1. Relationships
2. Work function
3. Public behavior
4. Substance use and abuse
5. Money and finances
6. Physical and mental health
7. Life roles
8. Spirituality

READY TO FIGHT HEALTHY AT HOME
Combat Operational Stress Control

1. Relationships

Spouse, significant other, family, friends



Okay	Needs Work	Needs Help

READY TO FIGHT HEALTHY AT HOME
Combat Operational Stress Control

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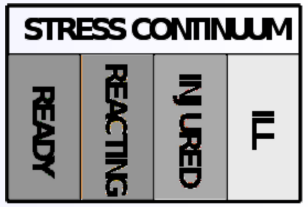
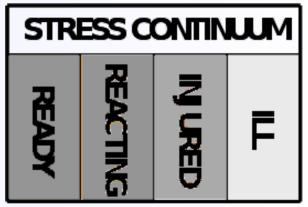


Okay	Needs Work	Needs Help
❑ Good communication ❑ Feeling close ❑ Looking forward to seeing ❑ Cooperating well ❑ Playing well ❑ Good sex ❑ Good conversation ❑ Affection ❑ Openness ❑ Responsiveness	❑ Trouble communicating ❑ Occasional fights and disagreements ❑ Uncomfortable being together ❑ Not having fun ❑ Staying apart ❑ Difficult or rare sex ❑ Complaints from partner ❑ Ambivalence ❑ Guardedness	❑ Poor communication ❑ Frequent fighting ❑ Dreading contact ❑ Emotional coldness ❑ No sex ❑ Irresolvable conflict ❑ Criticism ❑ Contempt ❑ Defensiveness ❑ Emotionally numb

2. Work Function

Shop, supervisors, goals, promotion, rewards



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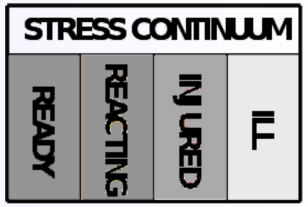
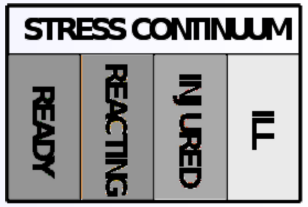


Okay	Needs Work	Needs Help
❑ Achieving ❑ Feeling like a team ❑ Mentoring subordinates ❑ Getting rewarded ❑ Career goals progressing ❑ Job satisfaction ❑ Enjoying going to work ❑ Respected by subordinates	❑ Cutting corners ❑ Needing a lot of supervision ❑ Animosity toward peers or leaders ❑ Being apathetic or unmotivated ❑ Unrewarding ❑ Stagnating ❑ Indifferent	❑ No respect for self or others ❑ Defying authority ❑ Being a tyrant to subordinates ❑ Hostile environment ❑ Disorganized/lack of leadership ❑ Held back ❑ Unsupported ❑ Abandoned ❑ Abused

READY TO FIGHT HEALTHY AT HOME
Combat Operational Stress Control

3. Public Behavior

Driving, waiting, dealing with public, patience



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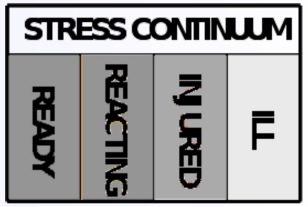
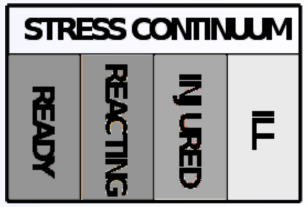


Okay	Needs Work	Needs Help
❑ Comfortable in public ❑ Appropriate in public ❑ Good and careful driver ❑ Patient in frustrating situations ❑ Calm, even with rude people ❑ Friendly ❑ No police involvement	❑ Avoiding going out in public ❑ Suspicious of strangers ❑ Absent minded ❑ Getting frustrated easily ❑ Impatient ❑ Occasionally angry or irritable ❑ Driving too fast ❑ Driving recklessly	❑ Paranoid in public ❑ Road rage ❑ Picking fights ❑ Rage outbursts in public ❑ Panic attacks in public ❑ Persistent hyperactive startle responses ❑ Arrests

4. Substance Use/Abuse

Tobacco, alcohol, drugs, sugars, fats



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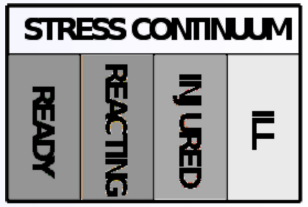
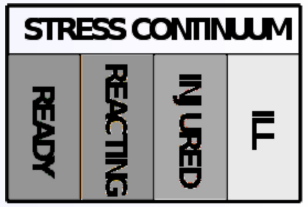


Okay	Needs Work	Needs Help
❑ Good control over intake of alcohol ❑ Not tempted to use drugs ❑ Not smoking chewing more ❑ Nobody who knows you thinks you are abusing	❑ Others express concern over drinking ❑ Got drunk when didn't intend to ❑ Use alcohol to get to sleep ❑ Drinking is getting in the way ❑ Smoking or chewing more	❑ Anger when others complain about drinking ❑ Lying to keep drinking ❑ Hiding drinking ❑ Harm to life from alcohol ❑ Using illegal drugs ❑ Blackouts ❑ Frequent drinking to intoxication

5. Money and Finances

Budget, purchases, credit, bills, savings



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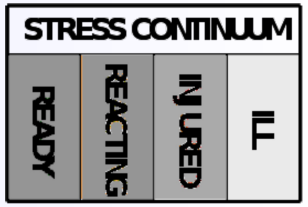
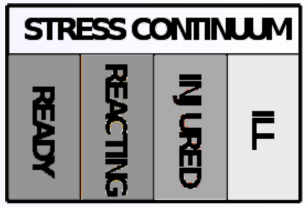


Okay	Needs Work	Needs Help
❑ Saving money ❑ Bills paid up to date ❑ Keeping to budget ❑ Debt under control ❑ Working a financial plan ❑ Spending in sync with spouse	❑ Minimal savings ❑ Bills past due ❑ Financial worries ❑ Uncomfortable debt ❑ Vague financial plan ❑ Conflict with spouse over spending	❑ No savings ❑ Collection notices ❑ Major financial stress ❑ Large debt load ❑ Creditors contacting command ❑ Total disagreement over spending ❑ Financial trouble

6. Physical/Mental Health

Fitness, wellness, self-esteem, control



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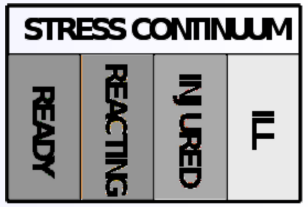
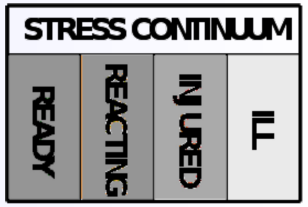


Okay	Needs Work	Needs Help
❑ Sleeping well ❑ No bad nightmares ❑ Working out regularly ❑ Good nutrition ❑ Good energy level ❑ Good emotional control ❑ Able to enjoy life ❑ Not troubled by memories ❑ Feeling good about self	❑ Trouble getting to sleep ❑ Keep waking up ❑ Out of shape ❑ Eating too much or too little ❑ Loss of interest in life ❑ Feeling anxious or worried ❑ Feeling irritable ❑ Painful memories ❑ Feeling guilty	❑ Can’t sleep enough ❑ Repeated disturbing thoughts ❑ Trouble pushing memories out of mind ❑ Panic attacks (heart pounding, shaking) ❑ Rage outbursts ❑ Depressed mood ❑ Keep blaming self ❑ Thoughts of

7. Roles in Life

Leader, coach, parishioner, citizen, provider



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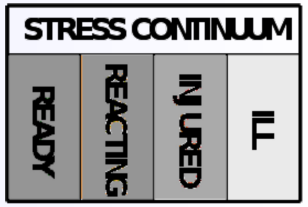
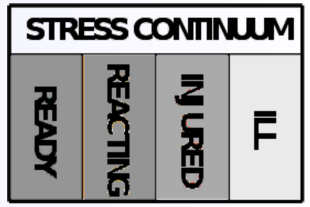


Okay	Needs Work	Needs Help
❑ Comfortable in roles ❑ Meeting your own expectations in roles ❑ Able to balance competing demands ❑ Fulfilled ❑ Energized	❑ Some strain in roles ❑ Not meeting own expectations in roles ❑ Not able to fit the pieces together ❑ Out of balance ❑ Pressured ❑ Drained	❑ Pulled apart ❑ Too many demands ❑ Tension between roles ❑ Serious conflict with others over roles ❑ Exhausted

8. Spirituality

Creativity, order, connection



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READY TO FIGHT HEALTHY AT HOME
Combat Operational Stress Control

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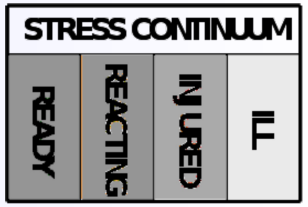
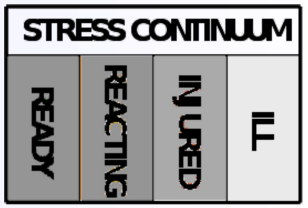


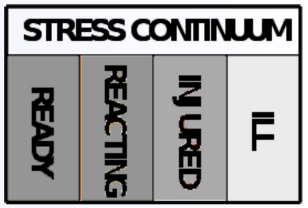
Okay	Needs Work	Needs Help
❑ Enjoy worship ❑ Happy with fellowship ❑ Happy with spiritual expression ❑ Able to give and receive love ❑ Appreciating beauty ❑ Creative ❑ Comfortable with your place in world ❑ Connected, peaceful	❑ Less tolerant of different beliefs ❑ Feeling distant from God; want to get closer ❑ Don’t know how to love or feel loved ❑ Feeling distant from others ❑ Struggling to understand others ❑ Not sure where you fit in ❑ Something’s missing	❑ No reverence for anything outside self ❑ Alone and wandering aimlessly ❑ Spiritually empty ❑ Don’t care about others ❑ Nothing seems important ❑ Feel powerless to change life ❑ Out of touch ❑ Loss of purpose ❑ Lacking a “moral compass”

Self-Assessment Summary



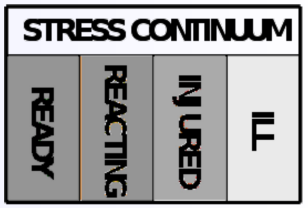
	Okay	Needs Work	Needs Help
Relationships	Open Communication	Tension	Coldness or Fighting
Work function	Effective	Indifferent	Hostile environment
Public behavior	Patient, calm	Aggressive, irritable	Risky, hostile
Substance abuse	Not an issue	Could be an issue	Is an issue
Money and finances	Under control	Financial worries	Financial trouble
Physical and mental health	Healthy and fit	Indifferent	Disturbing thoughts, feelings
Roles in life	Balanced, comfortable	Out of balance	Pulled apart
Spirituality	Connected, peaceful	Something's missing	Empty, lack of "moral compass"

Relationships: Resources and Tools



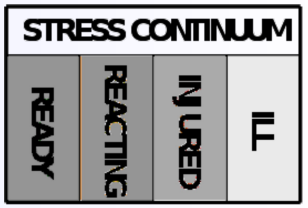
- Marriage Enrichment Retreats
  - CREDO
  - Marriage Encounter
  - Personal Growth Retreats
- Relationship Seminars
- Time Away Together
- Date Nights
- Family Trips
- Marriage Counseling
  - Marine and Family Services
  - Military One Source

Work Function: Resources and Tools



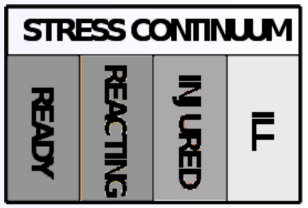
- Supervisor
- Career counselor
- Leadership training
- Training or self-improvement courses
- Stress management seminar
- Anger management seminar
- 1stSgt or SgtMaj
- Request Mast

Public Behavior: Resources and Tools



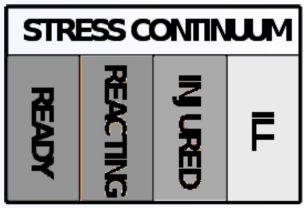
- Anger Management
- Motorcycle or driver improvement course
- Sports or clubs or hobbies
- Volunteer work – get involved
- Personal Counseling
  - Marine and Family Services
  - Military One Source

Substance Use and Abuse Resources and Tools



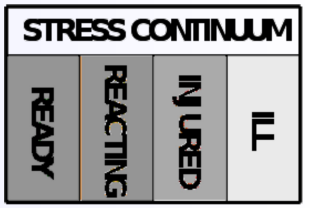
- Get honest with yourself
  - Ask others how they perceive your drinking
  - Trial of sobriety
- Stop taking substances that may harm you
- SACO, DAPA
- Treatment program, SARP
- AA
- Al Anon to help family members adjust

Money and Finances: Resources and Tools



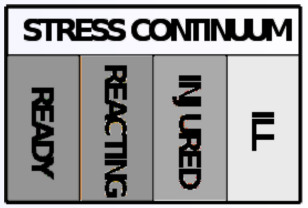
- Budget counseling
  - Navy/Marine Corps Relief Society
  - Credit Unions
- Financial Management seminar
  - Marine and Family Services
- Disciplined savings – even small
  - First for emergency fund, then savings
- Career and financial planning for future goals
  - Certified financial planners
- Couples Communication seminar

Physical/Mental Health: Resources and Tools



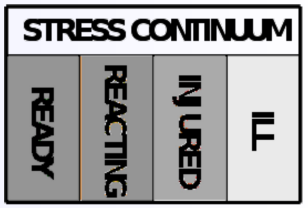
- Physical Fitness to Maintain Stress Resilience
- Get a physical check-up
- Eat healthier
- Improve sleep schedule
- Breathing to Focus and Calm
- Prayer or Meditation for Spiritual Resilience
- Journaling or expressive writing to clear your head
- Personal Growth Retreat – CREDO
- Chaplains
- Mental health professionals
  - OSCAR
  - Deployment Health Clinic
  - MTF

Roles in Life: Resources and Tools



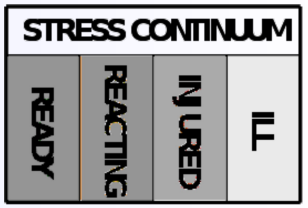
- Don’t miss out on what you enjoy
- Re-evaluate your priorities
  - Try something different
  - Get out of a rut (comfort zone)
- Go with your strengths or growing edges
- Learn new skills
  - Take a parenting course or seminar
  - Take a college course
- Use Military OneSource:
  - Information on anything and everything
  - www.militaryonesource.com
- Visit a Marine and Family Services counselor

Spirituality: Resources and Tools



- Look for a church or fellowship that fits you
- Read your sacred texts
- Pray, meditate
- Get involved in caring for others
- Find a spiritual director, talk to a chaplain
- Go on a spiritual retreat
- Get involved in music, arts
- Go camping

Where To Get Help



- **Corpsmen**
- **Chaplains**
- **Unit medical** (BAS, RAS, GAS, etc.)
- **Operational Stress Control and Readiness (OSCAR) mental health team, if your unit has one**
- **Medical Treatment Facilities (Hospitals and Clinics)**
- **MLG Surgical Company Forward**
- **Marine and Family Services Counselors**
- **Military OneSource** (www.militaryonesource.com)
- **Vet Centers** (www.va.gov/rcs)
- **HQMC COSC** (www.manpower.usmc.mil/cosc)
- **Marine Leaders Guide** (www.usmc-mccs.org/leadersguide)

Questions?

www.manpower.usmc.mil/cosc